

**STATE HUMAN RELATIONS COMMISSION  
FULL COMMISSION MEETING MINUTES  
DOVER, DELAWARE**

**THURSDAY, April 12, 2018**

The April monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, 1<sup>st</sup> Floor Hearing Room, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4<sup>th</sup> Floor SOS Conference Room, Wilmington, Delaware.

---

**Attendance:**

**Commission Members Present:** Chairperson Calvin Christopher. Whittona Burrell, Erika Caesar, Nancy Maihoff, Lorenzo Murdaugh, Olga Ramirez, Walter Smith, Rosemarie Williams, Prameela Kaza, Vice Chair Gail Launay-Tarlecki, Robert Watson Jr, (E) , and Dolores Finger-Wright,

**Commission Members not present:** Commissioners Jamaal Bivens (E), Diaz Bonville (E), Chok-Fun Chui (E), Earnest Gulab (E), Bernice Edwards (E), and Kerri Harris (E)

**DAG:** Zoe Plerhoples

**Division of Human Relations Staff:** Romona Fullman, Vincent Petroff, and Joseph Dawson

**Members of the public present:** DAG Sonia Augusthy, Director, Office of Civil Rights and Public Trust

---

**I Call to Order**

The meeting was called to order by Chair Calvin Christopher at 5:37 p.m. followed by a period of silent meditation.

**II Approval of Minutes**

The minutes of the March SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Whittona Burrell. The motion was seconded by Commissioner Olga Ramirez. A vote was taken, motion carries with no opposition.

**III Members of the Public Present:**

Deputy Attorney General Sonia Augusthy, Director of the Office of Civil Rights and Public Trust (OCRPT), briefly shared the scope and function of her agency.

(Question Commissioner Maihoff – Issues in schools with teachers as well as students.; Contact information to be mailed)

New Investigator Joseph Dawson introduced by Vincent Petroff

#### IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Follow-Through Sunset Committee Recommendations Priorities for 2018			
<p>Commissioner Training – Chair Christopher opened reviewing the training topics requested by Commissioners. The first phase of the Commissioner training is being coordinated and led by DAGs coordinated by led and supported by our DAG's</p> <ol style="list-style-type: none"> <li>1. EA and FH Training</li> <li>2. By-Law Overview</li> <li>3. Hearing Training</li> <li>4. Mediation Training</li> </ol>	Mail invite to Commissioners to be a Chair		April 16 <sup>th</sup>
<p>Chair Election – Chair Christopher acknowledged the work of the Nominating Committee in soliciting nominations. It was reported the Committee is waiting on responses from two nominees. Commissioner Rosemarie Williams, a member of the Committee, indicated she would send another email requesting nominations in case any Commissioner missed the previous notice. Commissioners were reminded they can nominate themselves. The Committee will meet prior to the June election. Chair Christopher reiterated his plan to assist and support a smooth transition in leadership.</p>	Send an email requesting nominations for chair	Commissioner Rosemarie Williams	April 16th

#### V Director's Report

<b><i>Topic / Discussion</i></b>	<b><i>Actions to be Taken</i></b>	<b><i>Leaders</i></b>	<b><i>Due Date</i></b>
Director Fullman shared the Division's FY2019 Proposed Budget and discussed the restrictions imposed on outreach and education, and training and development initiatives. Commissioners were reminded of the recommendation of the Joint Legislative Oversight and Sunset Review Committee to the JFC to increase the Division's funding for outreach and education in an amount not to exceed \$150K. Commissioners were also reminded of their advisory role to the legislature.	Urge JFC to follow the JLOSC recommendations to increase Division's funding to support education and outreach	Chair and Commissioners	Immediately
Director Fullman acknowledged Joe Dawson as the new investigator in the Division assigned to the Dover offices. She also advised that over 30 applications were received for the Admin. Specialist position and those interviews are expected to begin in May.	Schedule interviews for Admin Specialist III position	Director Fullman/Supervisor Petroff	
Agency Name Change – Commissioners expressed support for renaming the Division and Commission to be more reflective of the powers, duties, and responsibilities authorized. A couple of suggestions were offered (Commissioner Maihoff and Investigator Joe Dawson). Commissioners were asked to submit suggestions for renaming the Division/Commission	Submit suggestions for renaming the Division/Commission	Staff and Commissioners	April 16, 2018
Division Website – Director Fullman acknowledged Natalie Fountain for the time, energy, research, editing, and coordination spent the updating the Division's website. Natalie Fountain indicated that Division staff has been trained to independently (not relying on the Government Information Center) make updates to the site.	Visit the Division website for information and feedback	Natalie Fountain	Ongoing
Mediation Training- Director Fullman reported she		Commissioner Nancy Maihoff mediation	

followed up on a recommendation by Commissioner Maihoff, regarding mediation training offered by Center for Community Justice – People’s Place. The Center provides several types of mediation training including community mediations offered for such topics as landlord/tenant concerns, neighborhood conflicts, family issues, and employer-employee disputes. They offer a 2-day and 4-day training curriculum and have the flexibility to work with groups like the SHRC on scheduling.	Coordinate a workable training schedule with the Center	curriculum) Zoe/Carla offered (Hearing ) April 28 <sup>th</sup> or May 19 <sup>th</sup>	
Concerns about discrimination and equal employment opportunity employment practices in state government continue. Director Fullman recommended that Chair Christopher reach out again to the director of the State Office of Diversity and Inclusion to invite him to a SHRC meeting to brief the Commission on the function and responsibilities of the new agency.	Invite the Director of the Office of Diversity and Inclusion to an upcoming SHRC meeting	Chair Christopher	Prior to May 10 <sup>th</sup> SHRC meeting
The Film (Eyes on the Prize: Two Societies) and Quiet Reflection forum – Director Fullman reported that the forum pointed out the similarities of the equal opportunity and equal justice issues 50 years ago and today. Commissioners were urged to consider whether the SHRC has a role in advancing and facilitating progress.	Consider whether the SHRC can do more to advance equal opportunity and equal justice	All – Commissioners and staff	
2018 Fair Housing Conference Commemorating the 50 <sup>th</sup> Anniversary of the Fair Housing – will be held Monday, April 30 <sup>th</sup> at Delaware State University, 8:30-3:30 pm. Conference keynote speaker is Judy Richardson-Student Nonviolent Coordinating Committee (SNCC) activist and producer of the Academy-Award nominated	Promote and attend the fair housing conference	All – Commissioners and staff	

film series “Eyes on the Prize.” Registration: \$20 General/\$10 Students, Scholarships available upon request			
Other Fair Housing Activities - HOND 35 <sup>th</sup> Annual Fair Housing Luncheon April 20 <sup>th</sup> , 12 noon, Downtown DoubleTree	April		

## VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee</u> – No report.			
<u>Legislation Committee</u> – No report			
<u>Community Response Committee</u> – No reported Comment – Commissioners whose terms have expired need to complete a new application and submit it to the Governor’s Office	Commissioners with expired terms must reapply to Governor’s office		

## VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Legislation - House Bill 534 Amending DE Equal Accommodations Law – Proposed amendment changes the term "physical disability" to "disability" so that it accurately states the scope of the protection provided by; it replaces the term "support animal" with "service animal, and requires that a service animal be permitted to accompany an individual with a disability in public places	The bill (drafted by the AGs Office) will be introduced in the general assembly	DAG Zoe Plerhoples	
Sunshine Fund – An envelope was circulated in both Dover and Wilmington for contributions. An accounting for funds was provided to Commissioners.		Commissioner Bob Watson	Monthly

## VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Supervisor Vince Petroff reported that the videoconferencing technology permits connecting three sites. Thus a Sussex County site can be added permitting meeting video conferencing from each County	Identify a videoconferencing site Sussex County available on dates and times of Commission meetings		

## IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Gail Launay-Tarlecki shared about the memorial service for former SHRC Commissioner Steve Elkins.			

Commissioner Launay-Tarlecki is recovering from several challenges			
--	--	--	--

## **XI Meeting Adjourned**

The Commission meeting was adjourned at approximately 7:43 p.m. by Chairperson Calvin Christopher.